

**Excellence in Achievement Award
Bonneville School District 93
Elementary School 2013 – 2014 Differential Pay Plan**

Describe Group of Certified, Building-Based Employees

Elementary Grade Teachers: Schoolwide Plan for Kindergarten thru Sixth Grade

100% of Differential Pay will be allocated for elementary certified staff bonuses after the Classified Excellence in Achievement Award has been deducted. Certified staff members will receive an equal portion of the Differential Pay earned by the school as a whole.

Resource Room Teachers, Counselors, Principal, and Assistant Principals will receive the same Differential Pay as certificated staff in the building.

- New students enrolled after the first eight (8) weeks or fifty-six (56) calendar days of the school year will not be counted in IRI growth or proficiency calculations for grades K – 2 nor on Renaissance STAR SGP or Proficiency scores. (Idaho State Board of Education IDAPA 08.02.03.112).

Measure for K – 2: Student Growth or Proficiency Score on IRI

(Local Student Achievement Measures and Goals from Section 33-1004J, Idaho Code)

Goal: K – 2 students

Kindergarten

IRI: Percent of students showing a growth of 32 (LNF) or 13 (LSF) from fall to spring **OR** a spring proficiency score of 48 (LNF) or 35 (LSF)

First Grade

IRI: Percent of students showing a growth of 30 words per minute from fall to spring **OR** a spring proficiency score of 53 words per minute.

Second Grade

IRI: Percent of students showing a growth of 38 words per minute from fall to spring **OR** a spring proficiency score of 92 words per minute.

Measure Grade 3 - 6: Student Growth on Renaissance STAR Testing in both Reading and Mathematics.

Excellence in Achievement Award - Differential Pay will be determined based on Renaissance STAR median Student Growth Percentile (SGP).

- Student Testing rate must be 95%
- Star Reading median SGP
 - Or comparison of 2012-2013 to 2013-2014 Renaissance SGP Scores
- Star Mathematics median SGP
 - Or comparison of 2012-2013 to 2013-2014 Renaissance SGP Scores

Excellence in Achievement Award - Differential Pay Provision Plan

- 1) Differential Pay which is not allocated to teachers at an individual school will be allotted to that school to be used for PLC determined Idaho Common Core professional development.
- 2) Differential Pay will be distributed in November 2014.
- 3) Full-Time Classified Employees will earn an Excellence in Achievement Award. It will be calculated based on the following criteria:
 - a. Attendance
 - b. Unused Sick Leave Days
 - c. Based on the 164 schools days starting September 12, 2013 and ending June 5, 2014.
 - d. Continuous employment during the 2013-2014 school year.
 - e. Classified staff employed after the September 12, 2013 start date will receive a portion of Differential Pay based on 10% increments of the year worked.
 - f. Use of Personal Leave and Vacation Leave will not be used to determine award.
 - g. Differential Pay which is not earned by classified staff will be allotted to the District to be used for PLC determined Idaho Common Core professional development.

Excellence in Achievement Award Breakdown for Full-Time Classified Employees

Sick Leave Days Used	Amount Awarded
One (1) or fewer sick days used	\$150
Two (2) sick days used	\$100
Three (3) sick days used	\$50

- 4) Part-Time Classified Employees will earn an Excellence in Achievement Award. It will be calculated based on the following criteria:
 - a. Attendance
 - b. Based on the 164 schools days starting September 12, 2013 and ending June 5, 2014.
 - c. Continuous employment during the 2013-2014 school year.
 - d. Classified staff employed after the September 12, 2013 start date will receive a portion of Differential Pay based on 10% increments of the year worked.
 - e. Differential Pay which is not earned by classified staff will be allotted to the District to be used for PLC determined Idaho Common Core professional development.

Excellence in Achievement Award – Differential Pay Breakdown for Part-Time Classified Employees

Leave Days Used	Amount Awarded
One (1) or fewer leave days used	\$75
Two (2) leave days used	\$50
Three (3) leave days used	\$25

- 5) For certificated employees assigned more than one (1) school, Differential Pay shall be earned pro rata, based on the percentage of the employee's time assigned to each school at the time that students take their spring tests.
- 6) For part-time certificated employees, Differential Pay shall be earned pro rata, based on such employee's full-time equivalency status (refer to Idaho Code 33-1004I(vi)).
- 7) Certified employees who fulfill their contract with the District and Classified employees who fulfill the Excellence in Achievement Award criteria and terminate or retire at the end of the 2013-2014 school year, will receive their portion of Differential Pay. Their portion will be mailed to the address the District has on file.
- 8) Long term substitutes for certified staff:
 - a. Teachers needing a long term substitute will receive Differential Pay based on 10% increments of year worked (rounded to the nearest whole number).
 - b. Long term substitutes will also be compensated based on 10% increments of year worked (rounded to the nearest whole number).
- 9) An employee terminated for cause will not receive any portion of Differential Pay.

Excellence in Achievement Award – Differential Pay Breakdown

(100% of total apportionment to be used for Excellence in Achievement Award)

Achievement Goals:	Grades	Met Standard	Percentage of Students meeting standard	Excellence in Achievement Award Percentage Earned	Percentage of Schoolwide Differential Pay
IRI (overall) Fall to Spring Growth Or Spring Proficiency	K - 2	K: 32 (LNF) OR 13 (LSF) OR Spring 48 (LNF) OR 35(LSF) 1 st : Growth 30 WPM OR Proficiency Score 53 WPM 2 nd : Growth 38 WPM OR Proficiency Score 92 WPM	≥ 90% 87.9% - 89.9% 84% - 86.9% 81% - 83.9% 78% - 80.9%	100% 90% 80% 70% 60%	33.3%
Star Reading Median SGP Or comparison of 2012-2013 to 2013-2014 Renaissance SGP Scores	3 – 6	≥ 50 SGP OR ≥ 1 percentile point increase in scores ≥45 SGP OR ≥ 0.5 percentile point increase in scores		100% 50%	33.3%
Star Math Median SGP Or comparison of 2012-2013 to 2013-2014 Renaissance SGP Scores	3 – 6	≥ 55 SGP OR ≥ 1 percentile point increase in scores ≥50 SGP OR ≥0.5 percentile point increase in scores		100% 50%	33.3%